



## DEPARTMENT OF MENTAL HEALTH POLICY/PROCEDURE

SUBJECT <b>PREGNANCY LEAVE</b>	POLICY NO. <b>604.4</b>	EFFECTIVE DATE <b>10/1/89</b>	PAGE <b>1 of 1</b>
APPROVED BY: <b>original signed by:</b> <b>ROBERTO QUIROZ</b>  Director	SUPERSEDES <b>708.05</b> <b>4/2/79</b>	ORIGINAL ISSUE DATE <b>4/2/79</b>	DISTRIBUTION LEVEL(S) <b>1</b>

### **PURPOSE**

- 1.1 To provide guidelines for the granting of pregnancy leave.

### **DEFINITION**

- 2.1 Pregnancy Leave – That period of time during which an employee is temporarily disabled and compelled to be absent due to pregnancy as certified by her physician. The employee is entitled to use Sick Leave benefits, if available.

### **POLICY**

- 3.1 An employee may work during pregnancy or return to work following a disability resulting from pregnancy at any time during or following such pregnancy as long as medical evidence has been presented that the employee is physically able to perform the duties of her position without danger to herself or the County.
- 3.2 No employee may, however, work beyond the eighth month of pregnancy without presenting a Certification of Physical Condition, signed by her physician, nor may she return from a pregnancy leave until another certification or release has been presented stating that she is physically able to perform all the duties of her position.

### **AUTHORITY**

Los Angeles County Code